

Annual Council 25th May 2023

Report Title	Chief Executive & Head of Paid Service Designation - Interim Appointment
Report Author	Marie Devlin-Hogg, Assistant Director HR

List of Appendices

None

1. Purpose of Report

- 1.1 To recommend the appointment of the Interim Chief Executive and Head of Paid Service statutory designation.

2. Executive Summary

- 2.1. On 30th March 2023, Council determined that following the resignation of the current Chief Executive, a process would be undertaken to appoint an interim Chief Executive/Head of Paid Service.
- 2.2. Following an internal process, this report seeks approval to appoint the recommended interim candidate, pending the outcome of the permanent appointment process which is due to commence in September 2023.

3. Recommendations

- 3.1 It is recommended that Council:

- i) Appoint George Candler as interim Chief Executive and Head of Paid Service with effect from 29th May 2023
- ii) Agree that a salary of £174,475 will be paid for the duration of the interim appointment, in accordance with the council's agreed pay policy.

- 3.2 Reasons for Recommendations:

- i) Section 4 Local Government and Housing Act 1989 requires every Council to designate one of its officers as the Head of Paid Service.
- ii) The interim appointment will ensure that we meet our statutory obligations and will provide the strategic stability and leadership needed, pending the

recruitment and selection of a permanent Chief Executive and Head of Paid Service.

iii) The Constitution provides that the designation of Head of Paid Service is a matter reserved to Council.

3.3 Alternative Options Considered - The Constitution allows for the designated Deputy Chief Executive to assume the responsibilities and powers of the Chief Executive if the post is vacant. However, this would reduce the senior capacity within the organisation, leading to instability in the strategic leadership of the authority.

4. Report Background

4.1 The Chief Executive, Rob Bridge, resigned his position on 27th March 2023 and will leave the employment of the Council on 4th June 2023.

4.2 In order to ensure continuity in leadership and strategic direction, Council agreed an interim recruitment process and timeframe on 30th March 2023. This comprised of inviting expressions of interest from interested persons from within the Corporate Leadership Team and a panel interview, undertaken by the following members:

- Councillor Jason Smithers (Leader of the Council) (Chair)
- Councillor Helen Howell (Deputy Leader)
- Councillor Barbara Jenney (Chair of the Employment Committee)
- Councillor John McGhee (Leader of the Labour Group)

4.3 Interviews took place at the Corby Cube on Wednesday 27th April 2023. Candidates were assessed by the panel through a range of structured questions, based on the requirements of the person specification for the role.

4.4 In accordance with the Local Authorities' (Standing Orders) (England) Regulations 2001 as set out in the Council's Constitution (Part 8.4, Officer Employment Procedure Rules) the name of the person to be offered the appointment was sent to all Executive Members asking for any justified objections to the making of an offer to be submitted to the Assistant Director of Human Resources. No objections were received.

4.5 A conditional offer has been made to the successful candidate, subject to the approval of Council on 25th May 2023.

5. Issues and Choices

5.1 In terms of the interim appointment, the Employment Procedure Rules provide that if the Chief Executive post is vacant, then the Council will decide how to proceed. Council agreed on 30th March 2023 that to ensure that the organisation has sufficient strategic leadership over the coming months, an interim appointment to the post should be made.

- 5.2 Following interview, the Panel unanimously resolved to recommend that George Candler, currently, Executive Director of Place and Economy is appointed as Interim Chief Executive and Head of Paid Service at North Northamptonshire Council, until such time as a permanent appointment is considered by Council.
- 5.3 The Constitution provides that the designation of Head of Paid Service is a matter reserved to Council and therefore formal approval of the interim appointment must be determined by Council.
- 5.4 The Interim Chief Executive will be appointed on the salary that is commensurate with the Council's agreed Pay Policy.
- 5.5 Due to the appointment being an internal appointment, a subsequent process will be required to backfill the Executive Director of Place and Economy post and the separate designation of Deputy Chief Executive, on an interim basis; in line with current delegations..

6. Next Steps

- 6.1. Subject to Council approval, formal notification will be sent to George Candler to confirm his interim appointment to the role of Chief Executive and Head of Paid Service designation.

7. Implications (including financial implications)

7.1. Resources and Financial

- 7.1.1 The costs of the interim Chief Executive will be met from the existing budget for the post.

7.2. Legal and Governance

- 7.2.1 Section 4 Local Government and Housing Act 1989 requires every Council to designate one of its officers as the Head of Paid Service.
- 7.2.1 Proper Officer appointments must be made by Council; the Constitution reserves the appointment of the Head of Paid Service to Council.
- 7.2.3 In accordance with Section 7 of the Local Government and Housing Act 1989 when appointing a person to a paid office or employment within the Council the appointment shall be on merit.

7.3. Relevant Policies and Plans

- 7.3.1 The post of Chief Executive is key to the Council delivering its corporate objectives.

7.4. Risk

7.4.1 This appointment mitigates the risk of de-stabilising the strategic leadership of the authority.

7.5. Consultation

7.5.1 Not applicable

7.6. Consideration by Executive Advisory Panel

7.6.1. Not applicable

7.7. Consideration by Scrutiny

7.7.1. Not applicable

7.8. Equality Implications

7.8.1. A fair and transparent process has been completed, in accordance with the Council's values and behaviours and diversity and inclusion policies.

7.9. Climate and Environment Impact

7.9.1. Not applicable.

7.10. Community Impact

7.10.1. Not applicable

7.11. Crime and Disorder Impact

7.11.1. Not applicable

8. Background Papers

8.1 None